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ABSTRACT

In February 1995, the Community College of the Air Force (CCAF), in Alabama, conducted a study to determine if experience as a technical training instructor enhanced the promotion potential/probability of enlisted Air Force personnel. Air Force records were reviewed for a random sample of personnel, representing 11% of personnel with current or past technical training instructor experience and 1% of those without instructor experience. Study results included the following: (1) the mean number of years from entry into the Air Force to promotion to Staff Sergeant was 6.61 for those with instructor experience and 7.18 for those without; (2) promotion to Technical Sergeant took a mean of 12.01 years for those with instructor experience, compared to 12.33 for those without; (3) there was no significant difference for the groups with respect to Master Sergeant; (4) no significant differences were found in years to promotion by race, marital status, or gender; (5) significant differences were found, however, by participation in CCAF and academic level, with CCAF graduates taking a mean of 6.61 years for promotion to Staff Sergeant; and (6) the results suggest that the difference of promotion times may be due to increased motivation, enhanced study skills, and increased reading levels among those who pursue college degrees while serving in the Air Force. Data tables are appended. (TGI)

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ED 392 493

Community College of the Air Force

TECHNICAL TRAINING INSTRUCTOR PROMOTABILITY

STUDY NUMBER: 95-0032
DATE: 17 April 1995

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TECHNICAL TRAINING INSTRUCTOR PROMOTABILITY

INTRODUCTION: This is a study of the promotion rates of enlisted Air Force members comparing those who have technical training instructor experience with those who have not instructor experience. It is being conducted to see if technical training instructor experience enhances the promotion potential/probability of enlisted Air Force members.

THE DATA: The data were obtained via ATLAS Inquiries 04069 and 19372 in February 1995. The variables measured in this study are entered into the Air Force Military Personnel Center database in accordance with Air Force Instruction (AFI) 36-2305, Educational Classification and Coding Procedures, 31 May 1994. For the purposes of this study, the following definitions apply to the data presented below:

Technical Training Instructor	Any enlisted member who has a current "T" prefix on his/her Primary Air Force Specialty Code (PAFSC) or on a second AFSC. This group excludes all personnel who have also been Professional Military Education Instructors
No Instructor Experience	Any enlisted member who has never taught in a technical training or Professional Military Education school.
Nonparticipant	Individual has matriculated in the college but has no transcribed credit from civilian colleges and universities or no transcribed credit by examination (CCAF Status Code 0)
Participant	Individual has matriculated in the college, has not graduated, and has either some transcribed credit from civilian colleges and universities or has some transcribed credit by examination (CCAF Status Codes 1-2)
CCAF Graduate	Individual has one or more CCAF degrees (CCAF Status Codes 4-5, A-D, M)
High School	Individual has a high school education (AFI 36-2305, Atch 2, codes A-D)
Some College	Individual has 12-89 semester hours of college work (AFI 36-2305, Atch 2, codes E-G)
3yrs Coll	Individual has 90+ semester hours of college work, but no associate or higher degree (AFI 36-2305, Atch 2, code J as highest education level and the absence of code H as the second highest level)
AAS	Individual has an associate's degree (AFI 36-2305, Atch 2, code H)

3yrs + AAS	Individual has 90+ semester hours of college work and an associate degree (AFI 36-2305, Atch 2, code J as highest education level and code H as the second highest level)
Bachelor's Degree	Individual has a bachelor's degree (AFI 36-2305, Atch 2, codes N-O)
Master's Degree	Individual has a master's degree (AFI 36-2305, Atch 2, codes P-Q)
Doctorate	Individual has a doctoral degree (AFI 36-2305, Atch 2, code R)
Other	Individual has been awarded some other degree--Registered Nurse, Professional, etc. (AFI 36-2305, Atch 2, codes I, S-V, 1-7)

DESIGN:

This study is an analysis of data drawn from the master military personnel records of all enlisted personnel in the Regular Air Force in February 1995. We selected a random sample (based on the 7th digit of a member's Social Security Account Number (SSAN)) of personnel with current or past technical training instructor experience, and a random sample of personnel who had never had instructor experience (based on the 7th and 8th digits of a member's SSAN). The samples drawn represent about 11% of those members with technical training instructor experience and about 1% of those with no instructor experience.

We excluded all personnel with Professional Military Education instructor experience from the sample so we could concentrate our study strictly on the promotability of members with technical training instructor experience. Eliminating members with a different instructional experience reduces the possibility of cross-contamination of the data, and likely improves the validity of the results.

The sample was also delimited to personnel in grades E-5 through E-7.

The data were evaluated using Analysis of Variance (ANOVA), the Kruskal-Wallis H test, and Analysis of Covariance (ANCOVA).

HYPOTHESES:

Our null hypotheses are as follows:

NULL HYPOTHESIS ONE: Regular Air Force enlisted members who have experience as a technical training instructor will get promoted to the grade of Staff Sergeant significantly earlier than those members who have not had technical training instructor experience.

NULL HYPOTHESIS TWO: Regular Air Force enlisted members who have experience as a technical training instructor will get promoted to the grade of Technical Sergeant significantly earlier than those members who have not had technical training instructor experience.

NULL HYPOTHESIS THREE: Regular Air Force enlisted members who have experience as a technical training instructor will get promoted to the grade of Master Sergeant significantly earlier than those members who have not had technical training instructor experience.

PRESENTATION OF THE DATA:

The data were analyzed comparing the number of years between initial entry into the Air Force and promotion to their present grade for selected members of the Regular Air Force

FIGURE ONE: YEARS TO STAFF SERGEANT BY INSTRUCTOR EXPERIENCE

	Tech Trng I	No Instr Ex	Total
Mean	6.61	7.18	7.08
Maximum	16.51	18.68	18.68
Minimum	3.58	3.25	3.25
Number	182	820	1002

FIGURE TWO: MEAN YEARS TO STAFF SERGEANT BY INSTRUCTOR EXPERIENCE

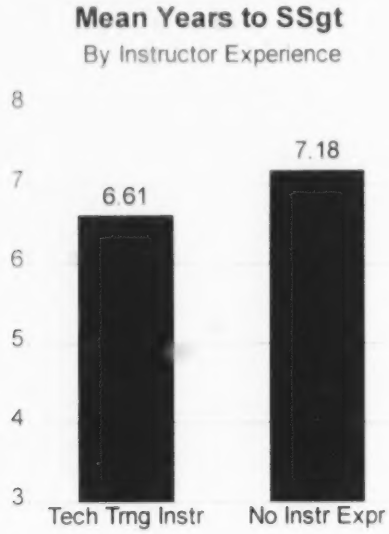


FIGURE THREE: YEARS TO TECHNICAL SERGEANT BY INSTRUCTOR EXPERIENCE

	Tech Trng I	No Instr Ex	Total
Mean	12.01	12.33	12.21
Maximum	18.18	19.27	19.27
Minimum	5.92	6.68	5.92
Number	264	428	692

FIGURE FOUR: MEAN YEARS TO TECHNICAL SERGEANT BY INSTRUCTOR EXPERIENCE

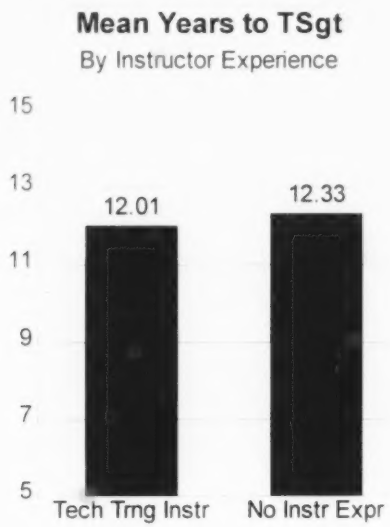
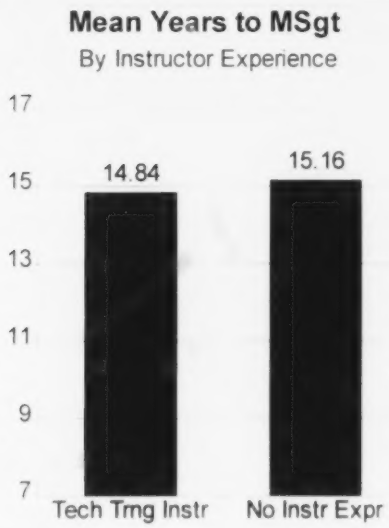


FIGURE FIVE: YEARS TO MASTER SERGEANT BY INSTRUCTOR EXPERIENCE

	Tech Trng I	No Instr Ex	Total
Mean	14.84	15.16	15.02
Maximum	20.1	20.1	20.1
Minimum	8.92	7.76	7.76
Number	245	319	564

FIGURE SIX: MEAN YEARS TO MASTER SERGEANT BY INSTRUCTOR EXPERIENCE



We used Analysis of Variance (ANOVA) to establish if the observed differences were significant, that is, if they were greater than could be attributed to random chance variations in the sample. The results indicated that those enlisted Regular Air Force members with technical training instructor experience tended to be promoted to their current grade faster, and the difference was greater than could be explained by random chance variations in the case of Staff Sergeants and Technical Sergeants. The data also indicated there was no significant difference in the promotion times to Master Sergeant between the two groups. The summary ANOVA tables are as follows:

STAFF SERGEANTS:

SOURCE	SS	DF	MS	F	Probability of F
Between	49.866	1	49.866	21.046*	< .0001
Within	2369.384	1000	2.369		
Total	2314.250	1001	2.417		

TECHNICAL SERGEANTS:

SOURCE	SS	DF	MS	F	Probability of F
Between	17.061	1	17.061	3.975*	.047
Within	2961.539	690	4.292		
Total	2978.600	691	4.311		

MASTER SERGEANTS:

SOURCE	SS	DF	MS	F	Probability of F
Between	14.170	1	14.170	2.691	.101
Within	2959.349	562	5.266		
Total	2973.519	563	5.282		

We further examined the data by comparing those enlisted members with technical training instructor experience to those without such experience across a number of variables. Our goal in doing this was to establish if there were any other factors that may possibly explain the observed differences between the groups in the study. We tested the differences between these two groups using the Kruskal-Wallis One-Way Analysis of Variance. Kruskal-Wallis produces an H statistic that is measured on a Chi Square scale (the distribution of H approximates the Chi Square distribution). The test is the nonparametric analog of the One-Way Analysis of Variance (ANOVA) test. We selected this test because the categories for comparison represent nominal level data. The Kruskal-Wallis H is calculated using the following formula (from DE Hinkle et al, Applied Statistics for the Behavioral Sciences, (Boston: Houghton Mifflin) 1988, p. 572-574):

$$H = [12/(N(N+1)]\ [(R^2/n) - (3(N+1))]$$

Where N = the total number of observations (n)
n = the total number of observations in each sample
R = the sum of the ranks in each sample

The data are presented in full in Appendix A.

The data indicated there was no significant difference in the number of years to their current promotion for Staff Sergeants, Technical Sergeants and Master Sergeants when compared by race, marital status or gender. The data indicated there were significant differences in the number of years to their current promotion for Staff Sergeants, Technical Sergeants and Master Sergeants when compared by CCAF participation and their academic levels.

Previous research at the Community College of the Air Force indicated CCAF participation and academic levels accounted for significant differences in the number of years between initial enlistment and promotion to Staff Sergeant, Senior Master Sergeant, and Chief Master Sergeant. (Source: CCAF Study 95002 Analysis of Participation in CCAF Degree Programs and Selected Mission Readiness Factors in the USAF, January 1995; CCAF Study 95003 Analysis of Promotion to Chief Master Sergeant and CCAF Participation, January 1995; CCAF Study 95005 Analysis of Promotion to Senior Master Sergeant and CCAF Participation, March 1995).

To discover if these same factors may account for the observed significant difference in years to promotion for Staff Sergeants and Technical Sergeants (Master Sergeants did not

differ significantly when examined in a univariate test), we evaluated the data using Analysis of Covariance (ANCOVA) to statistically control for CCAF participation and academic levels. The results indicated Regular Air Force Staff Sergeants and Technical Sergeants with technical training instructor experience did not differ significantly in the number of years between their initial enlistment and their promotion to their current grade from their counterparts without instructor experience when we statistically controlled for academic levels and CCAF participation.

The ANCOVA summary tables are as follows:

STAFF SERGEANTS:

SOURCE	SS	DF	MS	F	Probability of F
Covariates	115.809	2	57.905	25.643*	< .0001
Acad Lvl	36.201	1	36.201	16.032*	< .0001
CCAF	15.300	1	15.300	6.775*	.009
Main Effects	1.523	1	1.523	.675	.412
Instr Exp	1.523	1	1.523	.675	.412
Explained	165.675	3	55.225	24.457*	< .0001
Residual	2253.575	998	2.258		
Total	2419.250	1001	2.417		

TECHNICAL SERGEANTS:

SOURCE	SS	DF	MS	F	Probability of F
Covariates	91.374	2	45.687	10.936*	< .0001
Acad Lvl	1.226	1	1.226	.293	.588
CCAF	53.805	1	53.805	12.879*	< .0001
Main Effects	.701	1	.701	.168	.682
Instr Exp	.701	1	.701	.168	.682
Explained	108.264	3	36.088	8.638*	< .0001
Residual	2870.056	687	4.178		
Total	2978.320	690	4.316		

Based on the ANCOVA data above, we do not reject null hypotheses one and two. Based on the ANOVA data for Master Sergeants, we do not reject the third null hypothesis.

FINDINGS:

1) The data indicated enlisted Regular Air Force personnel in the grades of Staff Sergeant and Technical Sergeant with experience as a technical training instructor tended to be promoted significantly earlier to their current grades than those individuals without instructor experience, BUT this difference was not primarily due to instructor experience, and is more likely caused by a number of other factors. When academic preparation (as measured by CCAF participation and academic levels) is statistically controlled, the difference in promotion times for those with instructor experience and those without instructor experience disappears.

2) The data indicated there was no significant difference in promotion times for Master Sergeants based on their instructor experience, or lack thereof.

CONCLUSIONS:

1) We conclude that personnel with instructor experience do tend to be promoted to the grades of Staff Sergeant and Technical Sergeant significantly earlier than their counterparts without instructor experience, this difference is due, in large measure, to the academic preparation (as measured by CCAF participation and education level codes) of those members with instructor experience. This difference, as noted in earlier studies relating academic preparation to faster promotion times, may be due to increased motivation, enhanced study skills, increased reading levels, etc., among those who pursue college degrees while serving in the Air Force.

2) We conclude there is no difference in the number of years to be promoted to Master Sergeant based on instructor experience, or the lack thereof.

Questions on this study may be directed to 1st Lt Monson, CCAF/XPP, DSN 493-2703

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APPENDIX A: SPSS Data Tables

Staff Sergeants: Years to Promotion by CCAF Participation
Staff Sergeants: Years to Promotion by Academic Levels
Staff Sergeants: Years to Promotion by Gender
Staff Sergeants: Years to Promotion by Marital Status
Staff Sergeants: Years to Promotion by Race
Technical Sergeants: Years to Promotion by CCAF Participation
Technical Sergeants: Years to Promotion by Academic Levels
Technical Sergeants: Years to Promotion by Gender
Technical Sergeants: Years to Promotion by Marital Status
Technical Sergeants: Years to Promotion by Race
Master Sergeants: Years to Promotion by CCAF Participation
Master Sergeants: Years to Promotion by Academic Levels
Master Sergeants: Years to Promotion by Gender
Master Sergeants: Years to Promotion by Marital Status
Master Sergeants: Years to Promotion by Race

Staff Sergeants: YEARS TO PROMOTION BY CCAF PARTICIPATION

	Instructor Experience		Table Total
CCAF STATUS	Tech Trng Instr	No Instructor Experience	
NONPARTICIPANT			
Mean	6.90	7.49	7.46
Count	20	296	316
Col %	11.0%	36.1%	31.5%
PARTICIPANT			
Mean	6.98	7.12	7.10
Count	49	430	479
Col %	26.9%	52.4%	47.8%
GRADUATE			
Mean	6.39	6.52	6.45
Count	113	94	207
Col %	62.1%	11.5%	20.7%
TOTAL			
Mean	6.61	7.18	7.08
Count	182	820	1002
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

ADJCCAF ADJUSTED CCAF STATUS
by INSTR Instructor Experience

Mean Rank	Cases		
725.28	182	INSTR = 0	Tech Trng Instr
451.83	820	INSTR = 1	No Instructor Experi
	1002	Total	

Chi-Square	D.F.	Significance	Corrected for ties Chi-Square	D.F.	Significance
132.9784	1	.0000	156.3399	1	.0000

Staff Sergeants: YEARS TO PROMOTION BY ACADEMIC LEVELS

ACADEMIC LEVELS	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
HIGH SCHOOL & BELOW			
Mean	7.38	7.83	7.82
Count	2	58	60
Col %	1.1%	7.1%	6.0%
SOME COLLEGE			
Mean	7.04	7.25	7.23
Count	57	649	706
Col %	31.3%	79.1%	70.5%
ASSOCIATE DEGREE			
Mean	6.41	6.63	6.52
Count	99	90	189
Col %	54.4%	11.0%	18.9%
BACHELOR'S & ABOVE			
Mean	6.29	6.00	6.15
Count	24	23	47
Col %	13.2%	2.8%	4.7%
TOTAL			
Mean	6.61	7.18	7.08
Count	182	820	1002
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

ADJACAD ADJUSTED ACADEMIC LEVELS
by INSTR Instructor Experience

Mean Rank	Cases		
727.28	182	INSTR = 0	Tech Trng Instr
451.39	820	INSTR = 1	No Instructor Experi
	1002	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
135.3693	1	.0000	210.4691	1	.0000

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Staff Sergeants: YEARS TO PROMOTION BY GENDER

GENDER	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
MALE			
Mean	6.64	7.15	7.05
Count	161	708	869
Col %	88.5%	86.3%	86.7%
FEMALE			
Mean	6.33	7.43	7.26
Count	21	112	133
Col %	11.5%	13.7%	13.3%
TOTAL			
Mean	6.61	7.18	7.08
Count	182	820	1002
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

GENDER GENDER
by INSTR Instructor Experience

Mean Rank	Cases		
492.81	182	INSTR = 0	Tech Trng Instr
503.43	820	INSTR = 1	No Instructor Experi
	1002	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
.2006	1	.6542	.5810	1	.4459

Staff Sergeants: YEARS TO PROMOTION BY MARITIAL STATUS

MARITAL STATUS	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
DIVORCED/WIDOWED			
Mean	7.68	7.16	7.26
Count	15	66	81
Col %	8.2%	8.0%	8.1%
MARRIED			
Mean	6.54	7.19	7.07
Count	154	663	817
Col %	84.6%	80.9%	81.5%
SINGLE/NEVER MARRIED			
Mean	6.19	7.15	7.03
Count	13	91	104
Col %	7.1%	11.1%	10.4%
TOTAL			
Mean	6.61	7.18	7.08
Count	182	820	1002
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

MARSTAT MARITAL STATUS
by INSTR Instructor Experience

Mean Rank	Cases		
485.89	182	INSTR = 0	Tech Trng Instr
504.97	820	INSTR = 1	No Instructor Experi
	1002	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
.6473	1	.4211	1.4186	1	.2336

Staff Sergeants: YEARS TO PROMOTION BY RACE

RACE	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
CAUCASIAN			
Mean	6.47	7.05	6.94
Count	140	607	747
Col %	76.9%	74.0%	74.6%
AFRICAN AMERICAN			
Mean	7.18	7.64	7.57
Count	32	171	203
Col %	17.6%	20.9%	20.3%
OTHER			
Mean	6.67	7.23	7.12
Count	10	42	52
Col %	5.5%	5.1%	5.2%
TOTAL			
Mean	6.61	7.18	7.08
Count	182	820	1002
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

RACE RACE
by INSTR Instructor Experience

Mean Rank	Cases		
490.62	182	INSTR = 0	Tech Trng Instr
503.91	820	INSTR = 1	No Instructor Experi
	1002	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
.3143	1	.5751	.5445	1	.4606

Technical Sergeants: YEARS TO PROMOTION BY CCAF STATUS

CCAF STATUS	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
NONPARTICIPANT			
YRS2PROM			
Mean	12.30	12.97	12.82
Count	32	114	146
Col %	12.1%	26.6%	21.1%
PARTICIPANT			
Mean	12.35	12.24	12.27
Count	81	222	303
Col %	30.7%	51.9%	43.8%
GRADUATE			
Mean	11.76	11.74	11.75
Count	151	92	243
Col %	57.2%	21.5%	35.1%
TOTAL			
Mean	12.01	12.33	12.21
Count	264	428	692
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

ADJCCAF ADJUSTED CCAF STATUS
by INSTR Instructor Experience

Mean Rank	Cases		
426.94	264	INSTR = 0	Tech Trng Instr
296.89	428	INSTR = 1	No Instructor Experi

	692	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
69.1043	1	.0000	80.0410	1	.0000

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Technical Sergeants: YEARS TO PROMOTION BY ACADEMIC LEVEL

ACADEMIC LEVELS	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
HIGH SCHOOL & BELOW			
Mean	.	13.02	13.02
Count		9	9
Col %		2.1%	1.3%
SOME COLLEGE			
Mean	12.33	12.47	12.44
Count	115	317	432
Col %	43.7%	74.1%	62.5%
ASSOCIATE DEGREE			
Mean	11.67	11.76	11.70
Count	120	79	199
Col %	45.6%	18.5%	28.8%
BACHELOR'S & ABOVE			
Mean	12.11	12.04	12.08
Count	28	23	51
Col %	10.6%	5.4%	7.4%
TOTAL			
Mean	12.01	12.33	12.21
Count	264	428	692
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

ADJACAD ADJUSTED ACADEMIC LEVELS
by INSTR Instructor Experience

Mean Rank	Cases		
416.35	263	INSTR = 0	Tech Trng Instr
302.77	428	INSTR = 1	No Instructor Experi

	691	Total	

Chi-Square	D.F.	Significance	Corrected for ties Chi-Square	D.F.	Significance
52.7396	1	.0000	72.1117	1	.0000

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Technical Sergeants: YEARS TO PROMOTION BY GENDER

	Instructor Experience		Table Total
GENDER	Tech Trng Instr	No Instructor Experience	
MALE			
Mean	11.93	12.36	12.20
Count	241	383	624
Col %	91.3%	89.5%	90.2%
FEMALE			
Mean	12.77	12.03	12.28
Count	23	45	68
Col %	8.7%	10.5%	9.8%
TOTAL			
Mean	12.01	12.33	12.21
Count	264	428	692
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

GENDER GENDER
by INSTR Instructor Experience

Mean Rank	Cases		
342.64	264	INSTR = 0	Tech Trng Instr
348.88	428	INSTR = 1	No Instructor Experi

	692	Total	

			Corrected for ties		
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
.1588	1	.6902	.5974	1	.4396

Technical Sergeants: YEARS TO PROMOTION BY MARITAL STATUS

	Instructor Experience		Table Total
MARITAL STATUS	Tech Trng Instr	No Instructor Experience	
DIVORCED/WIDOWED			
Mean	11.93	12.15	12.07
Count	25	46	71
Col %	9.5%	10.7%	10.3%
MARRIED			
Mean	12.02	12.33	12.21
Count	228	351	579
Col %	86.4%	82.0%	83.7%
SINGLE/NEVER MARRIED			
Mean	11.83	12.54	12.35
Count	11	31	42
Col %	4.2%	7.2%	6.1%
TOTAL			
Mean	12.01	12.33	12.21
Count	264	428	692
Col %	100.0%	100.0%	100.0%

- - - - - Kruskal-Wallis 1-Way Anova

MARSTAT MARITAL STATUS
by INSTR Instructor Experience

Mean Rank	Cases		
343.16	264	INSTR = 0	Tech Trng Instr
348.56	428	INSTR = 1	No Instructor Experi

	692	Total	

			Corrected for ties		
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
.1191	1	.7300	.2884	1	.5913

Master Sergeants: YEARS TO PROMOTION BY CCAF STATUS

CCAF STATUS	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
NONPARTICIPANT			
Mean	16.07	15.24	15.45
Count	19	57	76
Col %	7.8%	17.9%	13.5%
PARTICIPANT			
Mean	15.46	15.49	15.48
Count	65	140	205
Col %	26.5%	43.9%	36.3%
GRADUATE			
Mean	14.45	14.75	14.58
Count	161	122	283
Col %	65.7%	38.2%	50.2%
TOTAL			
Mean	14.84	15.16	15.02
Count	245	319	564
Col %	100.0%	100.0%	100.0%

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ADJCCAF ADJUSTED CCAF STATUS
by INSTR Instructor Experience

Mean Rank	Cases		
328.45	245	INSTR = 0	Tech Trng Instr
247.21	319	INSTR = 1	No Instructor Experi

	564	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
34.4367	1	.0000	41.8327	1	.0000

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Master Sergeants: YEARS TO PROMOTION BY ACADEMIC LEVEL

ACADEMIC LEVELS	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
HIGH SCHOOL & BELOW			
Mean	.	17.47	17.47
Count		2	2
Col %		.6%	.4%
SOME COLLEGE			
Mean	15.74	15.53	15.59
Count	77	181	258
Col %	31.6%	56.7%	45.8%
ASSOCIATE DEGREE			
Mean	14.52	14.95	14.72
Count	121	100	221
Col %	49.6%	31.3%	39.3%
BACHELOR'S & ABOVE			
Mean	14.19	13.79	14.01
Count	46	36	82
Col %	18.9%	11.3%	14.6%
TOTAL			
Mean	14.84	15.16	15.02
Count	245	319	564
Col %	100.0%	100.0%	100.0%

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ADJACAD ADJUSTED ACADEMIC LEVELS
by INSTR Instructor Experience

Mean Rank	Cases		
323.98	244	INSTR = 0	Tech Trng Instr
249.89	319	INSTR = 1	No Instructor Experi

	563	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
28.6826	1	.0000	34.1381	1	.0000

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Master Sergeants: YEARS TO PROMOTION BY GENDER

GENDER	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
MALE			
Mean	14.88	15.12	15.02
Count	224	288	512
Col %	91.4%	90.3%	90.8%
FEMALE			
Mean	14.44	15.51	15.08
Count	21	31	52
Col %	8.6%	9.7%	9.2%
TOTAL			
Mean	14.84	15.16	15.02
Count	245	319	564
Col %	100.0%	100.0%	100.0%

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GENDER by INSTR — GENDER Instructor Experience

Mean Rank	Cases		
280.67	245	INSTR = 0	Tech Trng Instr
283.90	319	INSTR = 1	No Instructor Experi

	564	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
.0545	1	.8153	.2172	1	.6412

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Master Sergeants: YEARS TO PROMOTION BY MARITAL STATUS

	Instructor Experience		Table Total
MARITAL STATUS	Tech Trng Instr	No Instructor Experience	
DIVORCED/WIDOWED			
Mean	15.03	15.07	15.06
Count	23	34	57
Col %	9.4%	10.7%	10.1%
MARRIED			
Mean	14.82	15.27	15.07
Count	215	269	484
Col %	87.8%	84.3%	85.8%
SINGLE/NEVER MARRIED			
Mean	14.88	13.49	13.91
Count	7	16	23
Col %	2.9%	5.0%	4.1%
TOTAL			
Mean	14.84	15.16	15.02
Count	245	319	564
Col %	100.0%	100.0%	100.0%

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MARSTAT MARITAL STATUS
by INSTR Instructor Experience

Mean Rank	Cases		
281.35	245	INSTR = 0	Tech Trng Instr
283.38	319	INSTR = 1	No Instructor Experi

	564	Total	

			Corrected for ties		
Chi-Square	D.F.	Significance	Chi-Square	D.F.	Significance
.0216	1	.8831	.0589	1	.8082

//

Master Sergeants: YEARS TO PROMOTION BY RACE

RACE	Instructor Experience: Tech Trng Instr	Instructor Experience: No Instructor Experience	Table Total
CAUCASIAN			
Mean	14.79	15.12	14.97
Count	206	247	453
Col %	84.1%	77.4%	80.3%
AFRICAN AMERICAN			
Mean	15.27	15.21	15.23
Count	30	60	90
Col %	12.2%	18.8%	16.0%
OTHER			
Mean	14.56	15.74	15.23
Count	9	12	21
Col %	3.7%	3.8%	3.7%
TOTAL			
Mean	14.84	15.16	15.02
Count	245	319	564
Col %	100.0%	100.0%	100.0%

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RACE by INSTR — RACE Instructor Experience

Mean Rank	Cases		
272.26	245	INSTR = 0	Tech Trng Instr
290.37	319	INSTR = 1	No Instructor Experi

	564	Total	

Chi-Square	D.F.	Significance	Corrected for ties: Chi-Square	D.F.	Significance
1.7114	1	.1908	3.5823	1	.0584

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